

The benefits of coaching for organisations



Coaching is a powerful and effective tool.

When sponsored by an organisation, coaching can be used to successfully support the growth and development of its people as leaders and team members.

To see a client transform from being 'ok' to becoming driven, confident and focused is highly rewarding.

WHAT IS COACHING?


Coaching is a confidential conversation with an independent, uninvolved person. It is:

-  SAFE
-  SUPPORTIVE
-  ENERGISING
-  PROGRESSIVE

Coaching provides a safe environment to gather your thoughts and gain clarification around situations, circumstances and challenges you might be facing.

YOU WILL BENEFIT FROM COACHING IF:

- You want to take your performance to the next level, overcome your current reality and establish how to do this.
- You're a leader who needs someone to talk to about your challenges without causing concern within your team.
- You have team members who would benefit from talking through feedback you have shared with them, to discuss their thoughts and establish next steps.
- You need time to stop, gather your thoughts about your performance and decide what to do next.
- You're experiencing personal or professional challenges with other people. These relationships consume your thoughts and you need help to gain clarity and decide what, if any, action to take.



“If I had not started working with Sally, I am 100% certain I would not be where I am today - happy, excited about my future and keenly interested in helping others achieve their goals - just like me!”

HOSPITALITY FINANCE LEADER

WHAT TO EXPECT FROM YOUR COACH

INDEPENDENCE – A coach will never judge you for your thoughts or actions.




CONFIDENTIALITY - A safe and relaxed environment of trust in which you can share your thoughts openly and honestly without fear or concern.

FLEXIBILITY - A good coach will offer sessions at a time and frequency to suit you. They will be open to taking breaks from coaching to allow you time to embed and progress your learning. In some cases this break can last for a number of years.

ALWAYS AVAILABLE – A good coach is available to offer support at the end of the phone and will be ready to re-engage when it suits you.

HOW DOES COMPANY-SPONSORED COACHING WORK?

There are usually three parties involved:

-  **SPONSOR:** The person representing the organisation, usually the client's line manager
-  **CLIENT:** The person being coached
-  **COACH:** The person who engages with the client for coaching sessions

1. All three parties have an open conversation to clarify the ideal outcomes for everyone.

2. The client and coach engage in an agreed number of private* coaching sessions. The client is free to decide whether to share/reveal the subject of coaching discussions with their sponsor.

3. The three parties meet to share progress and agree expectations for any future coaching. Sponsor involvement ensures they understand and share in the benefits too.

HOW LONG DOES IT TAKE?

Generally, three one-hour coaching sessions are sufficient to make positive progress. There's no limit to how many sessions you can have.

COULD COACHING BE EFFECTIVE FOR YOUR ORGANISATION?

Coaching is a highly efficient use of time and financial resources. Why not try it and see the benefits for yourself.

TO DISCUSS YOUR ORGANISATION'S NEEDS, CALL SALLY ON 07919 417978.

* The only time the coach may break confidence is if/when the client openly tells the coach that they are doing something which might be of harm to the sponsor/organisation, him or herself, or somebody else. In this instance, the coach will inform the client of their intention to break confidence.